

~~SECRET~~
Security Information

Membership of the CIA Career Service Board

The term of office of the Chairman expired on 28 February 1953 (see Notice dated 23 October 1952).

25X1A

The nomination for Chairman made by the Board to the DCI at its last meeting has not yet been approved.

The term of membership of Mr. expired on 31 March 1953. Extension of his membership or appointment of his successor is required.

It is being recommended in item 3 on the Agenda (proposed Regulation on the CIA Career Service Program) that the charter of the Board with respect to its Chairman and Deputy Chairman be revised (see item 3 of the Agenda, paragraph 4.a.(2), top of page 5, left column, "Chairman"). It is suggested that this change be discussed before the nominations for Chairman and members are made.

~~SECRET~~

OSD HAS NO OBJECTION TO DECLASSIFICATION AND RELEASE.

~~SECRET~~
~~Security Information~~

"CIA Career Service Program"

25X1A

Resubmission of proposed CIA Regulation ☐ for approval by the Board.

Two versions are arranged in two columns for comparative purposes. The text in the column on the right, marked OLD, was approved by the Board at its meeting on 10 March. Since then changes both in format and in content have been made and are shown in the column on the left, marked NEW. The changes have been made for the following reasons:

1. Changes in format required by make-up of regulatory material;
2. Changes in content by virtue of the CIA Career Service Board's approval on 10 March 1953 of Staff Study "Responsibility for Career Planning", dated 24 February 1953; and
3. Changes in content based on current personnel policy.

25X1A

be made to conform to action taken by the CIA Career Service Board.

The Board is asked to consider for approval the text in the left-hand column.

~~SECRET~~

~~SECRET~~
Security Information

25X1A

REGULATION

25X1A

April 1953

New Version
for approval by CIA/CSB
23 April 1953

Old Version
approved by CIA/CSB
10 March 1953

CIA CAREER SERVICE PROGRAM

CIA CAREER SERVICE PROGRAM

CONTENTS

General.
Policy
Purpose.
CIA Career Service Board
Component Career Service Boards.

1. GENERAL

This Regulation establishes the over-all policy and the organizational structure for administering the Career Service Program within the Central Intelligence Agency.

2. POLICY

In accordance with the basic personnel policy of the Central Intelligence Agency, a Career Service Program is provided that identifies, develops, effectively uses and rewards individuals who have the skills required by the Agency; motivates them toward rendering maximum service to the Agency; and eliminates from the service, in an equitable manner, those who in spite of the Program fail to perform as effective members of the organization. The Career Service Program includes all

A. Policy

In accordance with the basic personnel policy of the Central Intelligence Agency (See CIA Regulation paragraph A,1.), a Career Service Program is provided that identifies, develops, effectively uses and rewards individuals who have the skills required by CIA; motivates them toward rendering maximum service to the Agency; and eliminates from the service, in an equitable manner, those who in spite of the Program fail to perform as

25X1A

~~SECRET~~

~~SECRET~~
Security Information

New

career employees (staff employees and staff agents) of the Agency whether on duty in headquarters or in the field.

3. PURPOSE OF THE CAREER SERVICE PROGRAM

The purpose of the Career Service Program is to develop people to the fullest extent to meet present and anticipated personnel needs of the Agency. In accomplishing this end, provision is made in the program for:

- a. Strengthening the selection process by the establishment of a Professional Selection Panel which advises the Assistant Director for Personnel regarding suitability for long-term employment of applicants and trial service employees.
- b. Formal evaluation of each career employee in the Agency through the periodic execution of a Personnel Evaluation Report which is the basic instrument of career planning.
- c. A system of Career Service Boards advisory on career service matters to heads of major components of the Agency

Old

effective members of the organization. The Career Service Program includes all staff employees and staff agents of the Central Intelligence Agency whether on duty in headquarters or in the field.

B. Purpose of the Career Service Program

The purpose of the Career Service program is to develop people to the fullest extent to meet present and anticipated personnel needs of the Agency. In accomplishing this end, provision is made in the program for:

1. Strengthening the selection process by the establishment of a Professional Selection Panel which advises the Assistant Director for Personnel regarding suitability for long-term employment of applicants and trial service employees.
2. Formal evaluations of each individual in the Agency through the periodic execution of a Personnel Evaluation Report which is the basic instrument of career planning.
3. A Career Service Board structure advisory to responsible officers on career service matters affecting their area of activity.

- 2 -

~~SECRET~~

~~S-E-C-R-E-T~~
Security Information

New

- d. An Executive Inventory as an aid to personnel planning for the development and use of executive skill throughout the Agency.
- e. Rotation, a process of systematic designation and redesignation of an individual to various kinds of duty and training for the purpose of improving his capacity to serve the Agency in his sponsoring organizational component
- f. Functional groups to administer Agency-wide programs in the career service field such as the Honor Awards Board and the Professional Selection Panel.

Procedural regulations relating to the purposes enumerated above and not covered herein will be issued separately.

4. THE CIA CAREER SERVICE BOARD

The CIA Career Service Board controls the Career Service Program and is responsible for providing advice to the Director on making the Agency a better place in which to work.

Old

- 4. An executive inventory as an aid to personnel planning for the development and use of executive skill throughout the Agency.
- 5. Rotation, a process of systematic designation and redesignation of an individual to various kinds of duty and training for the purpose of improving his capacity to serve his sponsoring organizational component.
- 6. Functional Groups to administer Agency-wide programs in the career service field such as Honor Awards, Hazardous Duty, etc.

Procedural regulations relating to the purposes enumerated above and not covered herein will be issued separately.

C. Administration of the Program

1. CIA Career Service Board

The Career Service Program is controlled by a CIA Career Service Board that is responsible for providing advice to the DCI on making CIA a better place in which to work. It develops policy governing the Career Service Program and advises concerning all matters affecting Agency personnel.

~~SECRET~~
Security Information

New

a. Organization

(1) Membership

The CIA Career Service Board is composed of the following permanent and rotating members:

(a) Permanent Members

DD/P or Deputy
DD/I or Deputy
DD/A or Deputy
D/TR or Deputy
AD/P or Deputy
AD/OCMTO or Deputy

(b) Rotating Members

Two of the following persons will serve as members of the Board at any given time, one nominated by the Deputy Director (Intelligence) and one nominated by the Deputy Director (Plans). These rotating members will serve for six-month terms which will be staggered to preserve continuity of rotating membership.

AD/CI
AD/CD
AD/DO
AD/SI
AD/RR
AD/NE
AD/IC
Chief, FI
Chief, PP
Chief, PM
Chief, TSS
Chief, Admin. Staff

(c) Executive Secretary - non-voting

Old

a. Organization

(1) The CIA Career Service Board is composed of the following persons:

Permanent Members:

DD/P or Deputy
DD/I or Deputy
DD/A or Deputy
D/TR or Deputy
AD/P or Deputy
AD/OCMTO or Deputy

Rotating Members

(two at any one time for staggered terms of six months each, there being at all times one nominated by the DD/I and one nominated by the DD/P);

AD/CI
AD/CD
AD/DO
AD/SI
AD/RR
AD/NE
AD/IC
Chief, FI
Chief, PP
Chief, PM
Chief, TSS
Chief, Admin. Staff

Executive Secretary - non-voting

= 4 =

~~SECRET~~

~~S-E-C-R-E-T~~
~~Security Information~~

New

(2) Chairman

The Chairman and Deputy Chairman of the CIA Career Service Board will be appointed by the Director and will serve until their successors are appointed. These appointments may be made either of persons currently serving on the CIA Career Service Board or they may be additional thereto.

(3) Meetings

- (a) The Board will hold scheduled monthly meetings.
- (b) Four members of the Board will constitute a quorum. If a member cannot be present, he may be represented by his Deputy.
- (c) Agenda and minutes of each meeting of the Board will be distributed to all persons listed above.

b. Functions

It is the responsibility of the CIA Career Service Board to:

- (1) Develop policy governing the Career Service Program, for approval by the Director and advise him on all matters of personnel policy.

Old

- (2) The Chairman of the Board will be appointed by the DCI from among the three Deputy Directors to serve for a term of four months. Four members of the Board will constitute a Quorum. If a member cannot be present, he may be represented by his Deputy. The Board will hold scheduled monthly meetings, and agenda and minutes of meetings will be distributed to all persons listed above.

b. Responsibilities

It is the responsibility of the CIA Career Service Board to:

- (1) Develop policy governing the Career Service Program for approval by the DCI and serve as his advisor on all matters concerning the Program.

- 5 -

~~S-E-C-R-E-T~~

~~S-E-C-R-E-T~~
~~Security Information~~

New

- (2) Supervise and review the functioning of the Career Service Boards in various components of the Agency.
- (3) Establish and maintain an Executive Inventory to be composed of those persons which the Board shall from time to time determine.
- (4) Make recommendations for filling key positions in the Agency with personnel from the Executive Inventory.
- (5) Review Personnel Evaluation Reports on personnel in the Executive Inventory and review plans for their utilization and development.
- (6) Approve the allocation of Rotation Loan Slots to the components of the Agency in order to facilitate rotation assignments of career employees.
- (7) Supervise supporting groups or boards such as the Honor Awards Board and the Professional Selection Panel established to administer specialized Agency-wide programs.
- (8) Prepare and submit annually to the Director a summary of the operation of the CIA Career Service Program.

Old

- (2) Supervise and review the functioning of (Office) Career Service Boards.
- (3) Establish and maintain an Executive Inventory to be composed of those persons which the Board shall from time to time determine.
- (4) Make recommendations for filling key positions in the Agency with personnel from the Executive Inventory.
- (5) Review evaluation of personnel contained in the Executive Inventory and review rotation programs for their further development.
- (6) Approve the allocation of Rotation Loan Slots to (Office) Career Service Boards.
- (7) Supervise supporting groups or Boards for handling specialized functions on an Agency-wide basis, such as, Hazardous Duty Board, Honor Awards Board, Professional Selection Panel, etc., drawing on Agency personnel as necessary.
- (8) Prepare and submit annually to the DCI a summary of the operation of the CIA Career Service Program.

~~S-E-C-R-E-T~~
Security Information

New

Old

c. Support

The Personnel Office has basic responsibility for effecting and furthering the approved Career Service Program in all aspects of Agency personnel administration. The Assistant Director (Personnel) will accordingly:

- (1) Designate the Executive Secretary to the CIA Career Service Board.
- (2) Provide staff assistance to the CIA Career Service Board including Secretariat and other administrative services.

2. The Secretariat of the CIA Career Service Board

a. Organization

The Career Development Staff of the Personnel Office serves as the Secretariat of the CIA Career Service Board and the Chief, Career Development Staff serves as the Executive Secretary of the Board.

b. Responsibilities

It will be the responsibility of the Secretariat of the CIA Career Service Board to:

- (1) Recommend to the CIA Career Service Board ways and means of improving the CIA Career Service Program.
- (2) Perform all secretariat and administrative functions for the CIA Career Service Board. These include, but are not limited to:
 - (a) Maintaining master files concerned with Career Service matters on a current basis for the CIA Career Service Board, including agenda and records of meetings, files of the Executive Inventory and records of rotation loan slot utilization.

~~S-E-C-R-E-T~~

~~SECRET~~
~~Security Information~~

New

Old

- (b) Assisting (Office) Career Service Boards in effecting rotation appointments.
- (c) Transmitting to the CIA Career Service Board recommendations and periodic reports of the (Office) Career Service Boards for consideration.
- (d) Initiating and supervising such studies as are needed to improve the Career Service Program.
- (e) Submitting unresolved inter-Office Board problems to the CIA Career Service Board for decision.
- (f) Coordinating with the Office of Training training arrangements and needs respecting the CIA Career Service Program.
- (g) Acting in support of Boards established by the CIA Career Service Board for handling specialized functions on an Agency-wide basis.

5. COMPONENT CAREER SERVICE BOARDS

a. General

Career Service Boards in major components of the Agency are responsible for implementing the Agency's personnel policy, developing internal

3. Office Career Service Boards

Each staff employee and staff agent will be identified with an appropriate (Office or Staff) Career Service Board. The (Office) Career Service Boards are responsible for advice to their respective chiefs on

- 8 -

~~SECRET~~

~~SECRET~~
Security Information

New

personnel policy and reviewing recommendations concerned with the careers of individuals. It is at this level and through the functioning of such a Board that the rotation, training, advancement and assignment plans, recommended for those individuals identified by a career designation with that Board, are reviewed for the approval of the head of the component. These Career Service Boards are responsible for advice to their respective chiefs on making the components better places in which to work.

b. Organization

- (1) Each component Career Service Board is composed of the following persons:
 - (a) The head of the organizational component, ex-officio.
 - (b) Three or more staff or division chiefs, or officials of comparable responsibility.
 - (c) Secretariat - non-voting. (The Secretariat will be composed of Administrative or Personnel Officers of the component concerned and will perform staff support for the Board.)

Old

making the Office or Staff a better place in which to work. These Boards are concerned primarily with implementing the Agency's personnel policy, developing internal personnel policy and reviewing recommendations concerned with the careers of individuals. It is at this level and through the functioning of these Office and Staff Boards that the rotation, training, advancement and assignment plans recommended for the individual are reviewed for the approval of the Assistant Director or Office head.

a. Organization

- (1) (Office) Career Service Boards are composed of the following persons:

Assistant Director or Staff Chief ex-officio
Three or more Staff or Division Chiefs, or comparable high-level officials
Secretariat - non-voting.
(In most cases, the Secretariat is composed of Administrative Personnel Officers of the Office concerned and will perform staff support for the Board.)

~~SECRET~~

~~SECRET~~
Security Information

New

Old

- (2) Each career employee will receive a career designation corresponding to an appropriate organizational component of the Agency. The Assistant Director for Personnel will assign a career designation to each new career employee when he enters on duty.

- (3) Career Service Boards and corresponding career designations are established for the following organizational components of the Agency:

- (2) (Office) Career Service Boards are established in the following units of CIA:

CAREER DESIGNATIONORGANIZATIONAL COMPONENT

CD - TR	OTR	OTR
CD - CO	COMMO	COMMO
CD - P	DD/P	DD/P
CD - FI	FI	FI
CD - PP	PP	PP
CD - PM	PM	PM
CD - TS	TSS	TSS
CD - I		O/NE
CD - NE	O/NE	ORR
CD - CD	OCD	OCI
CD - RR	ORR	OSI
CD - CI	OCI	OCD
CD - SI	OSI	OO
CD - OO	OO	DD/A
CD - A	DD/A	Personnel
CD - PE	Personnel	Medical
CD - BF	Comptroller	OCS
CD - LO	Logistics	I&SO
CD - GS	OGS	P&S
CD - ME	Medical	Comptroller
CD - SE	Security	

~~SECRET~~

~~SECRET~~
Security Information

New

Old

c. Functions

It is the responsibility of these Career Service Boards to:

- (1) Advise the Office Head or Senior Staff Chief on all matters affecting the personnel of his component.
- (2) Monitor the application and functioning of the Career Service Program within the component including:
 - (a) Executing relevant decisions of the CIA Career Service Board and making recommendations to the Board for improvement of the Career Service Program.
 - (b) Sponsoring and developing the Career Service Program of the component and reporting periodically to the CIA Career Service Board.
 - (c) Reviewing Personnel Evaluation Reports and proposed plans for the utilization

b. Responsibilities

It is the responsibility of an (Office) Career Service Board to:

- (1) Serve as advisor to the Assistant Director (or Office head) on all matters pertaining to the Career Service Program.
- (2) Direct within the Office the application and functioning of the Career Service Program including but not limited to:
 - (a) Executing relevant decisions of the CIA Career Service Board and making recommendations to the CIA Career Service Board for improvement of the Career Service Program.
 - (b) Sponsoring, developing and executing the Career Service Program of the Office concerned, including an intra-Office rotation system, and reporting periodically to the CIA Career Service Board.
 - (c) Reviewing Personnel Evaluation Reports and proposed development plans for

~~SECRET~~
Security Information

New

and development of career employees including their training, assignment, rotation, and advancement.

- (d) Recommending cancellation or continuation of proposed actions affecting the utilization and development of career employees.
- (e) Establishing a system of rotation within the component and participating in the development and execution of rotation assignments of career employees to other parts of the Agency and insuring that they are not overlooked for warranted promotion.
- (f) Insuring that career employees on rotation from other parts of the Agency are assigned to duties that provide experience commensurate with the objectives of their rotation plans and submitting semi-annual Personnel Evaluation Reports on these employees to the sponsoring component.

Old

individuals in terms of training, assignment, advancement, rotation and promotion.

- (d) Recommending cancellation or continuance of career development actions.
- (e) Participating in the development and execution of approved extra-office rotation systems.
- (f) Submitting a semi-annual Personnel Evaluation Report to the Sponsoring Office on each rotation appointee from another Office.

~~SECRET~~
Security Information

New

(g) Reviewing continuously conditions of service and duty with a view to making recommendations to the CIA Career Service Board concerning working conditions and benefits that can strengthen morale and increase "esprit de corps."

(h) Reviewing continuously the personnel intake of the component with a view to insuring the acquisition of persons with long-range potentiality.

(3) Supervising supporting groups or boards as appropriate for handling specialized functions within the component concerning the Career Service Program.

Old

(g) Ensuring that the rotation appointees detailed by their Office to another Office are not overlooked for warranted promotion and ensuring that rotation appointees received by their Office are productive and their assignments commensurate with the purpose of the appointments.

(h) Reviewing continuously conditions of service and duty with a view to making recommendations to the CIA Career Service Board concerning working conditions and benefits that can strengthen morale and increase "esprit de corps".

(i) Reviewing continuously the personnel intake of the Office, especially at the junior professional level, with a view to ensuring the acquisition of highly-qualified, versatile persons with long-range potentiality.

(3) Supervise supporting groups or Boards as appropriate for handling specialized functions, assigning to them Office personnel as necessary.

~~SECRET~~

~~CONFIDENTIAL~~
~~Security Information~~

17 April 1953

MEMORANDUM FOR: CIA Career Service Board

FROM: Executive Secretary, CIA Career Service Board

SUBJECT: Continuation of Missing Persons Act

1. On 4 April 1953 the Congress approved extension of the Missing Persons Act until 1 February 1954. This extension was sponsored by the Department of Defense. The extension liberalizes the original Missing Persons Act in some respects and extends its coverage in two ways:

a. It substitutes the phrase "foreign country" for "neutral country" in certain paragraphs of the Act.

b. It substitutes the phrase "hostile force" for "enemy" in certain paragraphs of the Act.

2. This action by the Congress fulfills one of the items on the program of "benefits that will require additional legislation" that was contained in the original Career Service Program (CIA Notice Tab G, Career Benefits, paragraph 4.b., page 23) and insures authority for the continuance of pay, within-grade raises, and grade promotions for CIA personnel who are detained involuntarily by foreign governments.

25X1A

25X1A9A

Executive Secretary

~~CONFIDENTIAL~~

~~S-E-C-R-E-T~~
~~Security Information~~

**Summary of the Report of the Strauss Commission
on Hazardous Duty and Incentive Pays**

The CIA Career Service Board, at its meeting on 10 March 1953, decided that a Hazardous Duty Pay Program was not appropriate for the Agency at this time. However, it was agreed that the Board would review the findings and recommendations of the Strauss Commission and consider their significance to the Agency at the earliest opportunity.

The Strauss Commission Report was submitted to the Secretary of Defense on 27 March 1953. The "Summary of Recommendations" contained in Volume I, Part IV of the Report has been extracted and is appended for the information of the Career Service Board.

It is recommended that the Board's decision of 10 March 1953 be affirmed.

~~S-E-C-R-E-T~~

~~SECRET~~
~~Security Information~~

16 April 1953

MEMORANDUM FOR: Chairman, CIA Career Service Board

SUBJECT: Summary of the Report of the Strauss Commission
on Hazardous Duty and Incentive Pays

1. Resumé of CIA Career Service Board Action Relating to Hazardous Duty Pay.

The CIA Career Service Board, at its 2nd meeting on 17 October 1952, approved in principle, a statement entitled "Policy Concerning Additional Pay for Various Types of Hazardous Duty" and instructed that a Working Group on Hazardous Duty be established to develop a Hazardous Duty Pay Program which would meet the needs of the Agency. The Working Group reported to the Board at its 4th meeting on 15 January 1953. The Working Group Report consisted of a proposed Regulation to implement the policy previously approved by the Board. The Board considered the Report and agreed to defer action until its next meeting. In the interim, the Career Service Boards of the DD/P area were requested to re-study the entire problem as well as the proposed Regulation and to make recommendations to the CIA Career Service Board at its next meeting.

The Report with comments by the DD/P Career Service Boards was reviewed at the 5th meeting of the CIA Career Service Board on 10 March 1953. The Board decided that a Hazardous Duty Pay Program was not appropriate for the CIA at this time. However, the Board took cognizance of the Department of Defense Commission on Incentive-Hazardous Duty and Special Pays (Strauss Commission) and agreed to review the Commission's recommendations and to consider their significance to the CIA.

The final report of the Commission on Incentive-Hazardous Duty and Special Pays was submitted to the Secretary of Defense on 27 March 1953. Although it is not known at this time what action the Secretary of Defense will take concerning these recommendations, it may be assumed that the Secretary of Defense will forward the Report with his comments to the Chairman of the Senate Committee on Armed Services since the Commission was appointed by the Secretary of Defense in response to the request of 24 June 1952 of the Chairman of the Senate Committee.

~~SECRET~~
~~Security Information~~

~~S-E-C-R-E-T~~
~~Security Information~~

2. Summary of Recommendations by the Strauss Commission.

(See extract of the Commission's recommendations which is attached.)

3. It is recommended that the Board affirm its decision of 10 March 1953 that a Hazardous Duty Pay Program is not appropriate for the CIA at this time.



Executive Secretary

25X1A9A

-2-

~~S-E-C-R-E-T~~
~~Security Information~~

~~S-E-C-R-E-T~~
~~Security Information~~

RECOMMENDATIONS OF THE DEPARTMENT OF DEFENSE COMMISSION
ON INCENTIVE-HAZARDOUS DUTY AND SPECIAL PAYS
(VOLUME I - FINDINGS AND RECOMMENDATIONS - PP 55-60)

IV. SUMMARY OF RECOMMENDATIONS

Throughout this report there are certain recommendations not related solely to any one of the individual pays listed in Part III. The Commission considers these recommendations of paramount importance to a high level of morale and effectiveness in our Armed Forces.

General Recommendations

Changes in Terms of Service

1. That the Congress exercise great forethought in changing, unfavorably, the terms of employment for the uniformed Services.
2. That when changes in terms of employment are deemed necessary, they be made applicable only to individuals entering the services after such changes become effective.
3. That whenever the foregoing is impracticable, those who are unfavorably affected be protected to the extent possible by savings clauses.
4. That current restrictions against voluntary retirement at earlier than statutory age be modified and reduced.
5. That medical and dental care for dependents of military members be provided to the extent possible.
6. That shipping allowances for household goods, commensurate with grade and station of military member concerned, be authorized and the present restrictions removed.

Administration

That the Service Secretaries initiate and maintain vigorous action to discover and correct abuses in administration of all differential pays and allowances and that reports of their progress be made to the Congress at least annually.

~~S-E-C-R-E-T~~
~~Security Information~~

~~S-E-C-R-E-T~~
~~Security Information~~

Ratio of Differential Pays to Base Pay

That base pay be related to a cost of living index and be adjusted at intervals of one or two years in accordance therewith. That a formula be developed under which all differential pays would be computed as a percentage of the base pay and that Congress enact legislation authorizing use of such a formula.

Increased Insurance Coverage

1. That survivors of military members who lose their lives in the service of thier country by being killed in action, dying of wounds or as a direct result of voluntarily engaging in a hazardous occupation, be authorized double the normal indemnity currently authorized, i.e., \$20,000 in lieu of \$10,000.

2. That the Government make commercial type life insurance available at reasonable premium rates to those military members, who by reason of hazardous military assignment are unable to secure appropriate life insurance from commercial firms,

Differential Pay Recommendations

Pay for Flying

1. Remove from flight status, unless they are in a supervised training program for crew members positions, officers and enlisted men in non-crew member status who do not possess technical skills which contribute directly to the safety or mission effectiveness of the aircraft, such as couriers and stewards.

2. Remove from flight status officers and airmen in crew member status who cannot be reasonably expected to provide air leadership or to serve in an operational capacity during an emergency because of highly specialized training in fields other than aviation, such as law and atomic energy.

3. Require that all Services develop and submit to the Secretary of Defense, within six months from date of this report, a flight status selection system which will require a periodic review of the flying and service records of each officer based upon age and grade criteria to determine if he shall remain on flight status even though he possesses the ability to pass a physical examination.

-2-

~~S-E-C-R-E-T~~
~~Security Information~~

~~S-E-C-R-E-T~~
~~Security Information~~

4. Change flight surgeons and aviation observers, medical, who presently receive crew-member flight pay to the pay scale provided for non-crew members--with exceptions for those few flight surgeons assigned, for example, as actual crew members on hospital evacuation aircraft, or to specialized projects in which the officer performs duties essential to the mission of the aircraft in flight.

5. Convert the rates of differential pay for flying which are authorized in the Career Compensation Act of 1949 to percentages of base pay at existing ratios and continue payment at that ratio.

Submarine Pay

That the present rates of incentive-hazardous duty pay for submarine personnel be continued.

Glider Pay

That the portion of Section 204, Public Law 351, 81st Congress, as pertains to Glider Pay be repealed.

Parachute Pay

That parachute pay be retained at existing rates.

Hansen's Disease (Leprosy) Pay

That the pay currently provided for duty involving intimate contact with persons afflicted with Hansen's Disease be continued.

Demolition Pay

That the existing rate of incentive-hazardous duty pay, for duty involving demolition of explosives, be continued.

Diving Pay

1. That the special pay for diving duty and the incentive-hazardous duty pay for duty at the Submarine Escape Training Tanks, the Navy Deep Sea Diving School, and the Navy Experimental Diving Unit be continued at the rates presently authorized.

-3-

~~S-E-C-R-E-T~~
~~Security Information~~

~~S-E-C-R-E-T~~
~~Security Information~~

2. That pay at the rates of \$100.00 and \$50.00 per month be paid respectively to officers and men regularly engaged in helium-oxygen diving.

Combat Pay

1. That the present rate of combat duty pay be increased to equal to at least the lowest rates of pay provided for other personnel engaged in hazardous duties, as provided in Section 204 of the Career Compensation Act, Public Law 351.

2. That the pay be authorized to personnel on vessels suffering damage and casualties as a result of enemy action for the month of such occurrence.

3. That the existing requirement that an individual be attached to a "designated combat unit" in order to be entitled to the pay be waived in the case of personnel killed or wounded as a result of enemy action.

4. That combat pay be authorized for the personnel of minesweepers for any month in which they engage in the sweeping of enemy mines for a period of six or more days.

Physicians and Dentists Pay

That special pay for physicians and dentists be limited to regular officers and to reserve officers who volunteer and are accepted for extended active duty beyond that required by Public Law 779 or subsequent similar legislation.

Sea and Foreign Duty Pay

1. That extra pay for sea duty and foreign duty be no longer authorized for military personnel departing from the United States or reporting for sea duty subsequent to June 30, 1953.

2. That extra pay for foreign duty be terminated on June 30, 1953 for residents of Puerto Rico, Hawaii, other territories or insular possessions, who are on duty in their places of residence or who depart from such places of residence subsequent to June 30, 1953.

-4-

~~S-E-C-R-E-T~~
~~Security Information~~

~~S-E-C-R-E-T~~
Security Information

Reenlistment Bonus

1. That Congress authorize the Services to modify the present system of reenlistment bonuses to reflect these principles:

- (a) No reenlistment bonuses to be payable until an individual has served with satisfaction for a minimum of 18 months.
- (b) Qualification for the bonus to be determined by the quality of individual service.
- (c) A larger amount continue to be paid for longer reenlistments.
- (d) A larger amount be paid for first reenlistment than for subsequent reenlistments.

2. That Congress modify existing legislation relative to veterans benefits in such a manner that military personnel who remain on continuous service will be eligible for such assistance as educational or home loan benefits.

Overseas Station Per Diem Allowances

That these Overseas Station Per Diem Allowances be continued and that constant effort be made to tighten their administration.

Attaché Maintenance Allowances

That the present schedule of Attaché Maintenance Allowances be continued with annual review by Congressional Committees.

-5-

~~S-E-C-R-E-T~~
Security Information

~~SECRET~~
~~Security Information~~

Report of the CIA Honor Awards Board

The report summarizes activities of the CIA Honor Awards Board - the two meetings that have been held, the negotiations with the Department of Defense, the procedure for the handling of cases submitted, the development of standards, the dissemination of Honor Awards information throughout the Agency, and the development of additional means in the Agency of recognizing outstanding achievement.

There are three attachments:

Tab A Proposed CIA Notice.

Tab B Executive Order 10431, establishing the National Security Medal; Regulations governing its award promulgated by the President; Letter of delegation from the President to the DCI.

Tab C Report to the DCI concerning negotiations with the Department of Defense.

The Board is asked to approve the proposed Notice

25X1A



~~SECRET~~